

# The 5 Phases of HR Digital Transformation

*How to Go from Just Surviving to Transforming the Business*



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**M**oving to the cloud is not a single event; it's a journey that goes well beyond implementation. This is certainly true in HR, where many companies are moving from legacy on-premise systems to more agile, user-friendly, cloud-based SAP SuccessFactors solutions. The transformation journey required to move HR to the cloud goes beyond the mere implementation of software and requires carefully plotting your course for near-term and long-term benefits with the help of a trusted strategic partner.

## Transforming HR with the Cloud

The first step in taking this journey is actually identifying where your company currently is in the process. We typically find that organizations are in one of five phases: surviving, standardizing, automating, integrating, or transforming (see **Figure 1**).

Failing to assess your current technological and process landscape may mean spending unnecessary time, money, or resources when moving to the cloud, thus undermining the entire project. If you ever want to get to the transforming phase — where you achieve a talent-based advantage over competitors aided by a full human capital management (HCM) deployment — you need to know what point you are starting from. From there, you need to progress through the project from start to support — not

just consider the implementation itself a success. Successful companies recognize that they need a partner that can lead them through the entire process, including:

- **Planning** for on-time and on-budget projects by developing realistic roadmaps based on organizational awareness
- **Advising** on leading practices
- **Building** solutions that are scalable and aligned with business needs
- **Enabling** teams to drive end-user adoption to ensure a successful deployment
- **Supporting** customers on operational and system challenges as they unfold
- **Optimizing** processes, technology, and analytics in support of the overall business strategy

## Partnering for Success

However thorough your planning process, you are unlikely to successfully complete your journey without a trusted partner by your side. HRIZONS can empower organizations to implement the SAP SuccessFactors solution that best aligns with the business needs that matter most, including extensibility through SAP HANA Cloud Platform applications and SAP HANA Cloud Integration solutions. For more information on how to make the most of your cloud HR journey, visit <http://hrizons.com>. ■



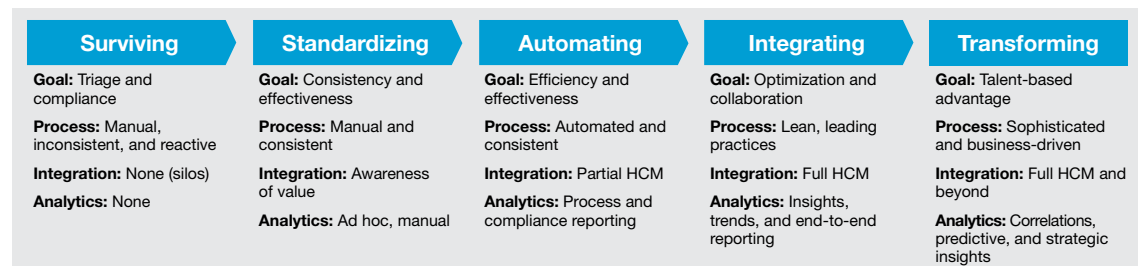
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*“Moving to an integrated HR system was a strategic initiative for our company to meet the needs of today’s workforce and our unique business requirements. Our SAP SuccessFactors solutions provide a flexible, agile, and extensible HR platform. Thanks to HRIZONS, we were able to not only implement the solutions successfully, but leverage them to meet all of our unique needs.”*

— Tim McCarthy, Executive Vice President and Chief Human Resources Officer, Hornbeck Offshore Services Inc.



**FIGURE 1** The five phases of an HR digital transformation